

# Comeback Yoga

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kelly Wulf, Executive Director / CEO** (\$106,420) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

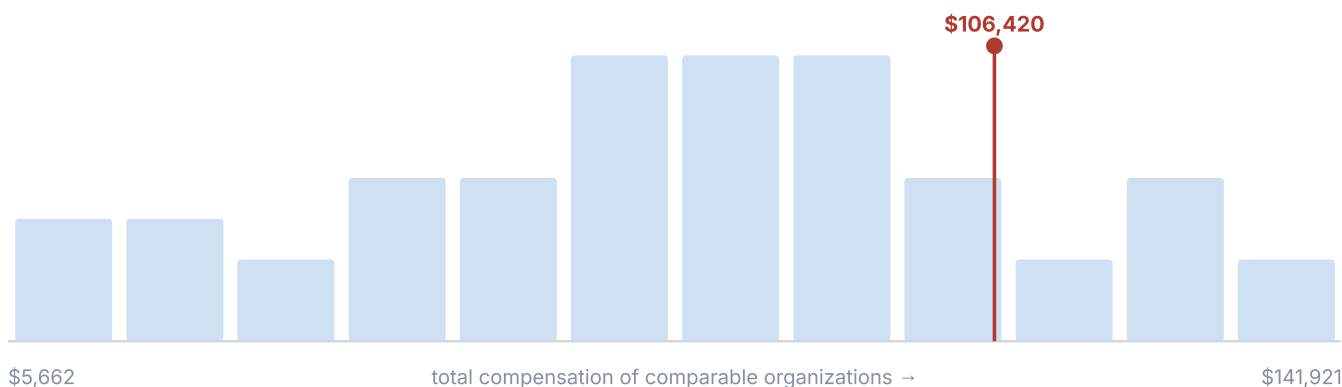
**Benchmarked executive:** Kelly Wulf — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F99).
BUDGET	Total revenue between \$218,158 and \$488,413 — 0.67x to 1.50x the subject's \$325,609 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F99), nationwide + budget 0.67–1.5x revenue.

**49** organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,775	\$51,156	\$75,703	\$94,238	\$122,593	<b>\$106,420</b>
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## ● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CO cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Bernard Parish Adult Drug Court Inc</a>	LA	\$324,421	Daigle	\$58,811	<b>\$69,531</b>	2023
<a href="#">Faithbridge Portland</a>	OR	\$320,862	President	\$129,162	<b>\$128,786</b>	2023
<a href="#">California Chaplain Corps</a>	CA	\$313,397	Exec. Director	\$76,310	<b>\$68,720</b>	2024
<a href="#">Employee Assistance Program Of Warren</a>	NY	\$312,220	Executive Dir. Effective	\$108,890	<b>\$105,646</b>	2023
<a href="#">Breaking The Silence New Mexico</a>	NM	\$309,573	Executive Dir.	\$63,057	<b>\$70,730</b>	2024
<a href="#">Alliance180 Inc</a>	NY	\$306,877	Founder And Director	\$48,461	<b>\$47,017</b>	2023
<a href="#">Free To Smile Foundation Inc</a>	OH	\$305,209	Executive Director	\$120,260	<b>\$132,836</b>	2024
<a href="#">First Aid Arts</a>	WA	\$304,007	Board Member	\$62,694	<b>\$60,267</b>	2023
<a href="#">Insight Treatment Program Inc</a>	AL	\$350,179	Executive Di	\$67,192	<b>\$75,703</b>	2024
<a href="#">Kevins Song A Nonprofit Community</a>	MI	\$351,952	Executive Dir.	\$54,087	<b>\$58,221</b>	2024
<a href="#">The Ark Foundation</a>	CA	\$297,592	President	\$62,219	<b>\$56,030</b>	2024
<a href="#">How To Read Your Baby</a>	CO	\$295,443	Executive Director	\$88,620	<b>\$88,620</b>	2024
<a href="#">Mental Health News Education Inc</a>	MA	\$290,736	Executive Di	\$103,219	<b>\$94,238</b>	2025
<a href="#">Intentions</a>	NC	\$289,140	Director	\$30,000	<b>\$33,282</b>	2023
<a href="#">Operation Happy Nurse</a>	VA	\$286,417	Founder/principal Officer	\$39,000	<b>\$40,431</b>	2023
<a href="#">Itp International</a>	CA	\$284,778	President	\$86,742	<b>\$80,421</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mental Health Services Of Snohomish</a>	WA	\$283,668	President/ceo, Compass Health	\$29,848	<b>\$27,869</b>	2024
<a href="#">Project Be Free A Nonprofit Corporation</a>	WA	\$371,130	Executive Director (Co-founder)	\$53,216	<b>\$51,156</b>	2023
<a href="#">Intouch Outreach Resource Ctr</a>	IN	\$280,000	Executive Director For Programs	\$108,000	<b>\$122,285</b>	2023
<a href="#">Lower Shore Friends Inc</a>	MD	\$277,577	Executive Director	\$64,911	<b>\$65,157</b>	2023
<a href="#">Unity Hall</a>	CA	\$275,819	Chairperson	\$112,628	<b>\$104,421</b>	2023
<a href="#">Living Free Inc</a>	TN	\$377,574	President	\$85,304	<b>\$91,101</b>	2025
<a href="#">Healing Hoofbeats Of Ct Inc</a>	CT	\$271,558	Executive Director	\$78,000	<b>\$78,523</b>	2023
<a href="#">Dmax Foundation</a>	PA	\$269,972	Executive Di	\$100,719	<b>\$107,842</b>	2023
<a href="#">Beyond The Badge Inc</a>	NY	\$391,052	Officer, Dir	\$11,195	<b>\$10,550</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CO cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 49 organizations. Compensation range \$5,662–\$141,921; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$325,609); for reference, expenses \$285,408 and assets \$633,072.

**ROLE MATCH** Kelly Wulf, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	80 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### **Draft board minutes – executive compensation**

1. The compensation of the Executive Director / CEO (Kelly Wulf) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 49 similarly situated organizations (Same NTEE sector (F99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,420 is reasonable (approximately the 82<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.